



FRINGE BENEFITS - 2014

HEALTH INSURANCE

Eligible employees may enroll (with an effective date the first of the month following thirty (30) days of employment) with a choice of health providers, as offered by the Wisconsin Retirement System (Employee Trust Funds). Enrollment on the first of the month following the hire date is available, with the entire premium amount paid by the employee for the applicable coverage and carrier. (Please see reverse side of this document for current carriers and rates.)

DENTAL INSURANCE

Jefferson County is self-funded for Dental Insurance coverage and offers it to eligible employees at **no cost**. Effective date for coverage is the same as Health Insurance: the first of the month following thirty (30) days of employment.

WISCONSIN RETIREMENT SYSTEM

7.00% of earnings paid by County as a fringe benefit, with employees contributing an equal amount, 7.00%.

LIFE INSURANCE

Minnesota Mutual after six months employment is offered. Insurance value equal to earnings paid during the previous calendar year rounded to the next higher thousand dollars. **(MAXIMUM COVERAGE ELECTION: 3 TIMES ANNUAL SALARY)**. Also available: Spousal and/or Dependent life insurance coverage.

SICK

One (1) day per month, up to a maximum of 108 days. Pay outs - Retirement: 65% of accumulated (108) days; Death Benefit: 65% of accumulated (108) days.

VACATION

Vacation earned 1/1/14 through 12/31/14 available for use 01/01/15

10 days after 1 Year

15 days after 7 Years

20 days after 14 Years

25 days after 20 Years

(Pro-rated for part-time employees working half-time or more.)

HOLIDAYS

Nine (9) paid holidays and one (1) floating holiday per year. (Pro-rated for employees working half-time or more.)

COUNTY OFFERS

- Deferred Compensation Program
- City-County Credit Union Deductions
- Section 125 Flex Spending Plan
- Universal Life Insurance Program
- Long-Term Disability
- Vision Insurance
- Employee Assistance Program


2014 STATE HEALTH CARE PLAN RATE COMPARISONS

Traditional HMO Option paired with Classic Standard Plan

For General Employees and Elected Officials

Jefferson County, WI

2014 PLAN NAMES	SINGLE			FAMILY		
	Total Premium	County's Contribution	Employee Cost	Total Premium	County's Contribution	Employee Cost
Anthem Blue - Northeast	752.60	586.38	166.22	1,875.00	1,461.78	413.22
Anthem Blue - Southeast	807.40	586.38	221.02	2,012.00	1,461.78	550.22
Arise Health Plan	980.80	586.38	394.42	2,445.50	1,461.78	983.72
Dean Health Plan	690.00	586.38	103.62	1,718.50	1,461.78	256.72
GHC of Eau Claire	1,129.80	586.38	543.42	2,818.00	1,461.78	1,356.22
GHC of South Central Wisconsin	593.50	586.38	7.12	1,477.20	1,461.78	15.42
Gundersen Health Plan	755.10	586.38	168.72	1,881.20	1,461.78	419.42
Health Tradition Health Plan	695.30	586.38	108.92	1,731.70	1,461.78	269.92
Healthpartners	882.80	586.38	296.42	2,200.50	1,461.78	738.72
Humana - Eastern	1,148.30	586.38	561.92	2,864.20	1,461.78	1,402.42
Humana - Western	1,148.30	586.38	561.92	2,864.20	1,461.78	1,402.42
Medical Associates Health plan	701.80	586.38	115.42	1,748.00	1,461.78	286.22
MercyCare Health Plan	570.10	586.38	-	1,418.70	1,461.78	-
Network Health Plan	809.20	586.38	222.82	2,016.50	1,461.78	554.72
Physicians Plus	664.30	586.38	77.92	1,654.20	1,461.78	192.42
Security Health Plan	1,125.10	586.38	538.72	2,806.20	1,461.78	1,344.42
United Healthcare	852.70	586.38	266.32	2,125.20	1,461.78	663.42
Unity - Community	612.80	586.38	26.42	1,525.50	1,461.78	63.72
Unity - UW Health	569.30	586.38	-	1,399.20	1,461.78	-
WEA Trust PPO - East	796.90	586.38	210.52	1,985.70	1,461.78	523.92
WEA Trust PPO Northwest	933.20	586.38	346.82	2,326.50	1,461.78	864.72
WEA Trust PPO South Central	777.20	586.38	190.82	1,936.50	1,461.78	474.72
WPS Metro Choice Southeast	1,362.10	586.38	775.72	3,398.70	1,461.78	1,936.92
WPS Metro Choice Northwest	1,122.10	586.38	535.72	2,798.70	1,461.78	1,336.92

 Qualified Plan for Jefferson County